



SACHI A. HAMAI
Chief Executive Officer

County of Los Angeles CHIEF EXECUTIVE OFFICE

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"To Enrich Lives Through Effective And Caring Service"

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January 26, 2016

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

11 January 26, 2016


PATRICK OZAWA
ACTING EXECUTIVE OFFICER

SUCCESSOR MEMORANDA OF UNDERSTANDING FOR BARGAINING UNITS 131 (APPRAISERS); 132 (SUPERVISING APPRAISERS); 301 (PHARMACISTS); 331 (HEALTH INVESTIGATIVE AND SUPPORT SERVICES); 401 (PLANT OPERATING ENGINEERS); 501 (PROFESSIONAL ENGINEERS); 502 (SUPERVISING PROFESSIONAL ENGINEERS); 511 (ENGINEERING TECHNICIANS); 512 (SUPERVISING ENGINEERING TECHNICIANS); 721 (PSYCHIATRIC SOCIAL WORKERS); 724 (SUPERVISING PSYCHIATRIC SOCIAL WORKERS); AND AMENDMENT NO. 1 FOR BARGAINING UNITS 311 (REGISTERED NURSES) AND 312 (SUPERVISING REGISTERED NURSES) (ALL DISTRICTS) (4 VOTES)

SUBJECT

Approve the successor Memoranda of Understanding (MOUs) for Bargaining Units (BUs) 131 (Appraisers); 132 (Supervising Appraisers); 301 (Pharmacists); 331 (Health Investigative and Support Services); 401 (Plant Operating Engineers); 501 (Professional Engineers); 502 (Supervising Professional Engineers); 511 (Engineering Technicians); 512 (Supervising Engineering Technicians); 721 (Psychiatric Social Workers); and 724 (Supervising Psychiatric Social Workers).

Approve Amendment No. 1 to Bargaining Unit 311 (Registered Nurses) and Bargaining Unit 312 (Supervising Registered Nurses).

IT IS RECOMMENDED THAT THE BOARD:

1. Approve the accompanying successor MOU between the County and the California Association of Professional Employees for Bargaining Unit 131.
2. Approve the accompanying successor MOU between the County and the California Association of Professional Employees for Bargaining Unit 132.
3. Approve the accompanying successor MOUs between the County and the Union of American Physicians & Dentists for Bargaining Unit 301.
4. Approve the accompanying successor MOU between the County and the Los Angeles County Association of Environmental Health Specialists for Bargaining Unit 331.
5. Approve the accompanying successor MOU between the County and the Union of Operating Engineers, Local 501, AFL-CIO for Bargaining Unit 401.
6. Approve the accompanying successor MOU between the County and the California Association of Professional Employees for Bargaining Unit 501.
7. Approve the accompanying successor MOU between the County and the California Association of Professional Employees for Bargaining Unit 502.
8. Approve the accompanying successor MOU between the County and the California Association of Professional Employees for Bargaining Unit 511.
9. Approve the accompanying successor MOU between the County and the California Association of Professional Employees for Bargaining Unit 512.
10. Approve the accompanying successor MOU between the County and the Association of Psychiatric Social Workers/American Federation of State, County, and Municipal Employees for Bargaining 721.
11. Approve the accompanying successor MOU between the County and the Association of Psychiatric Social Workers/American Federation of State, County, and Municipal Employees for Bargaining 724.
12. Approve the accompanying Amendment No. 1 to Article 51 Nursing Education, Section 3 – Continuing Education for Bargaining Unit 311.
13. Approve the accompanying Amendment No. 1 to Article 51 Nursing Education, Section 3 – Continuing Education for Bargaining Unit 312.
14. Instruct the Auditor-Controller to make all payroll system changes necessary to implement the changes in the agreements.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

1. To provide the terms and conditions of MOUs 131, 132, 301, 331, 401, 501, 502, 511, 512, 721, and 724 for three (3) years – October 1, 2015, through September 30, 2018.

2. To provide for a salary increase of 10% (40 Levels) over three (3) years, and the continuation of existing bonuses and other compensation for BUs 131, 132, 301, 331, 401, 501, 502, 511, 512, 721, and 724.

Implementation of Strategic Plan Goals

The actions recommended in this letter promote the County's Strategic Plan Goal of Fiscal Sustainability by providing for a wage and benefit structure that is financially responsible.

FISCAL IMPACT/FINANCING

The provisions of the successor MOUs have been ratified by the unions and are within the parameters established by your Board. The County's pension actuary, Cheiron, has advised that the proposed salary adjustments do not exceed the increase in payrolls assumed in the current actuarial valuation of the retirement plan. Therefore, there will be no negative impact on the funded status of the retirement system.

The salary movement for the term of the aforementioned contracts has been factored into the County budget for FY 2015–16.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The successor MOUs for Units 131, 132, 331, 401, 501, 502, 511, 512, 721, and 724 establishes a new three-year term and provide for a 3% (12 level) salary increase effective October 1, 2015; a 3% (12 level) salary increase effective October 1, 2016; a 2% (8 level) salary increase effective October 1, 2017; and 2% (8 levels) salary increase effective April 1, 2018. In addition, existing bonuses and other forms of compensation will continue during the term of the MOUs.

The successor MOU for Unit 301 establishes a new three-year term and provide for a 3% (12 level) salary increase effective November 1, 2015; a 3% (12 level) salary increase effective October 1, 2016; a 2% (8 level) salary increase effective October 1, 2017; and 2% (8 levels) salary increase effective April 1, 2018.

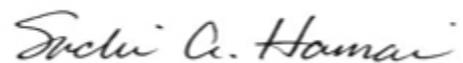
Amendment No. 1 regarding Article 51 of both Bargaining Unit 311 and 312 provides for sixty (60) hours of continuing education during the term of the contract for full time Registered Nurses. Additionally, Amendment No. 1 provides for thirty (30) hours of continuing education during the term of the contract for permanent part-time Registered Nurses.

The accompanying successor Memoranda of Understanding have been approved as to form by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

There is no impact on current services.

Respectfully submitted,

A handwritten signature in cursive script that reads "Sachi A. Hamai".

SACHI A. HAMAI

Chief Executive Officer

SAH:JJ:RM

MC:mj

Attachments

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Human Resources